
CENTRAL REGION YOUTH COUNCIL ON WORKFORCE SERVICES
MONTHLY MEETING MINUTES
Monday, October 20, 2003
3:00 p.m.

Presiding: Bo Hall, Acting Chair

Present: James Andersen, Betty Barker, Sandra Hemmert, Don Johnson, Rich Parks, Anne Peterson, Jude Schmid, Peter Smith for Janet Wolf, Kay Thibodeaux, Sheri VanBibber and Nathan Ward.

Absent: Susan Archibeque, Jane Reister Conard, Joy Gingrich, Brent Goodfellow, James Kilgore, David Melville, Akilah Messado, Fred Peake, Jacinto Peterson, Gay D. Pinnecoose, Stephen Ronnenkamp, Lona Walton and Julie Zimmerman.

Excused: Paul Jackson, Chair

Guests: Eleanor Carpenter, Kent Fitzgerald and Pam Rizzo-Pea.

Staff: Karla Aguirre, Rod Barlow, Kim Bartel, Jane Broadhead, Tara Connolly, Jane Gardner, Diane M. Lovell, James Robson, James Whitaker, and Verene Froisland.

Welcome and Roundtable Introductions

Bo Hall called the meeting to order at 3:07 p.m. and welcomed all those in attendance.

Mr. Hall announced that Brad Maughan had resigned as the DWS Regional Director and introduced James Whitaker, Acting Regional Director.

DWS Update

Mr. Whitaker stated that Utah Cares had a soft launch on November 29th to make sure that the program is working properly. There is a very complex taxonomy in the Utah Cares Program in that it enables it to do a search from all of the services that are available statewide and find the requested information.

Mr. Whitaker then stated that the DWS workload is very high right now. In the past few months, the decision was made to shift 21 people to Eligibility Services, which has impacted the Workforce Services (case management) workload. Discussions were held with the Governor's office regarding the rising workload and the need for more employees and, despite some of the budget challenges in the State, DWS was approved to hire 21 temporary fulltime positions. The temporary positions are authorized for the next two years.

Mr. Hall asked if these new positions would keep up with the increasing growth and demand for services.

Mr. Whitaker responded by stating that it does not keep up with the entire caseload growth, but it does take the edge off some of it.

Approval of August 11, 2003 Minutes

Rick Parks moved to approve the minutes of Monday, August 11, 2003. Anne Peterson seconded the motion. All voted "Aye". The motion passed.

Council of Councils and State Youth Council Update

Diane Lovell stated that the Council of Councils is a statewide gathering of all Regional and Youth Council members throughout the state. There was an excellent turnout – over 200 participants were in attendance. This year's theme was "Pathways of Progress". The feedback she has heard is that the workshops were well received and well attended. As part of the Council of Councils there is a State Youth Council meeting. Two main topics were discussed – performance and Youth RFP.

Mr. Hall recommended that the Youth Council members should consider attending the Council of Councils next year because it is very enjoyable and educational.

Ms. Lovell then stated that successful customers and/or businesses from around the state are honored at the Council of Councils. The two that were selected from Central Region were the Grand America Hotel (an employer) and a Youth EmployAbility Services (YES) participant - Sander Jarovic. Mr. Jarovic is a Bosnian immigrant who arrived in the U.S. in 2001. He learned English quickly and attended the Salt Lake/Tooele Applied Technology College. He received a certification in diesel mechanics and is currently employed with Mountain West Trucking.

Performance Outcomes

Jane Broadhead distributed a handout reflecting statewide Performance Outcomes. Each year the State negotiates with the Department of Labor to come up with percentages or levels at which we should be meeting various performance indicators. In the past, Utah has struggled to meet those negotiated measures and we are now trying to convince the Department of Labor that due to the declining economy, the State of Utah should be able to negotiate some of the measures downward for PY2003. Ms. Broadhead stated that she has not yet heard if we are going to be able to do that. Ms. Broadhead then pointed out that the Central Region's performance has improved and is not missing as many outcomes as DWS is missing statewide. The staff at the Youth EmployAbility Services (YES) Program has worked very hard to pay attention to the outcome measures and things are looking better all the time.

James Anderson asked about the budget. Ms. Broadhead stated that she did not have the budget information with her and that she would provide it at a later date.

Mr. Hall asked if the proposed legislation would affect the forecast for the future.

Ms. Broadhead responded by stating that right now the Legislation that created WIA is in the process of being reauthorized. There is a House version and a Senate version of that reauthorization Bill. The House version has passed and recommends that out-of-school youth be targeted for service. In the current law we have to spend 30% of our funds on out-of-school youth – with reauthorization (House version) a 70% minimum must be spent on out-of-school youth. There is a real emphasis on moving towards serving an out-of-school youth population. Ms. Broadhead continued by stating that the idea is that education will provide for the in-school youth population with the "no child left behind" concept. Currently, we are serving the 14-21 year olds; reauthorization will shift the ages to the 16-24 year olds. The Senate version does not contain the same language as the House version. The Senate's version is a 40/60 split or maybe even a 50/50 split in funding for in-school and out-of-school youth. Ms. Broadhead then noted that she does not know how soon we will know about WIA reauthorization.

Youth Service Priority

Ms. Broadhead stated that when the Youth Service Priority law went into affect, 5% of the participants that we served with WIA youth dollars did not have to be low-income but had to possess other barriers that related to their educational achievements, etc. It is her opinion that this 5% window was put into the law to ensure that we did not overlook serving disabled youth who may not be economically disadvantaged. When WIA services got underway, the number of youth who were being certified eligible for the program based on this 5% window was not being tracked. When we began looking at the 5% window, we found that we were serving about 28% of the youth statewide through this very small 5% window. Ms. Broadhead continued by stating that this became an issue and in May 2001 we closed that window so that no additional youth would be served in that 5% category. The way our policy is written, youth who are disabled can be considered a household of one when determining their income eligibility and so we feel like we are serving that disabled population without needing to reopen that 5% window. Auditors look at these kinds of issues each year. So, when the state of Utah was audited for PY2001 there was about 13% of the youth in that 5% category which was still too high – the window was left closed and it is still closed at this time. As it stands currently, there are no youth in our system in that 5% window – 100% of the youth that we are serving are low-income. The State has chosen to not reopen that 5% window because we feel like we are serving the disabled population with that criterion where they can exclude the families' income and use their own income to determine eligibility.

Ms. Lovell asked what percentage of those enrolled at poverty level are disabled?

Ms. Broadhead responded by stating that she does not have the information at this time and that she would send it to Ms. Lovell.

Karla Aguirre stated that she is concerned that there may be some youth out there that are over income that really could use the service. She feels that having the 5% window closed is a problem.

Ms. Broadhead stated that the State has been talking about the possibility of reopening that window.

Mr. Hall stated that he would like to make sure that as we move forward we keep maximum flexibility within the system. If the 5% window becomes available again, he would like to retain the same characteristics if it is an option. He feels that this issue should be discussed further at a future meeting.

Ms. Broadhead asked if there are waiting lists in the YES Program for youth, particularly disabled youth, who are not being served?

Jude Schmid responded by stating that the YES Program has waiting lists. The waiting lists are not particularly for disabled youth. We have some youth who are eligible in terms of their barriers but they are not income eligible.

RFP for WIA Youth Programs

Jane Gardner stated that at the last Youth Council meeting we had a discussion about proposing a different timeline for Central Region's RFP for WIA Youth and it just so happened that Central Region's timeline was adopted statewide. Ms. Gardner then distributed the new timeline and identified some of the highlights. On January 5th the RFP will be publicly announced statewide. During the week of March 1st-5th the award recommendations will be

made to the Regional Youth Council and then the Youth Council will take action on the subcommittees recommendations on who to award the contract to. Then, about a month later the contract will be negotiated with that vendor and the contract will be put in place and made effective October 1, 2004.

United Parcel Service (UPS) Employer Presentation

Kay Thibodeaux began her remarks noting that she had been with UPS for 11 years. She started out in customer service for about 5 years then went into operations. Ms. Thibodeaux then gave a PowerPoint Presentation. She stated that UPS has been around since 1907 and is considered a large employer.

UPS jobs are very stable. UPS does not do mass hiring's like some companies and therefore, you don't see UPS in the news with mass layoffs. UPS is employee owned except for 10% that is now available on the open market. An employee can purchase UPS stock at a discount through payroll deduction. UPS operates on a cash basis and is one of only 5 companies in the country with a AAA rating. UPS is a technology company and has the largest database in the world and has the third largest airline in the world. UPS patented and installed a navigation system in its aircraft and instead of three pilots, only two are needed – which is lucky because almost half of the UPS pilots have gone active military.

The turnover at UPS is almost zero and each employee is considered an investment. A part time entry level job pays \$8.50/hour and has full medical and dental benefits with no premium cost to them, paid vacations and \$2,000/year tuition assistance. When UPS hires, they look for individuals that are seeking part time employment – usually students. UPS promotes from within which means that the part time employees can go full time when they get their degree (management positions require a degree) or by seniority they can go into the driving jobs.

A brief question and answer period followed Ms Thibodeaux's PowerPoint Presentation.

LMI – Utah's Economic Outlook

James Robson distributed a handout to the Council members. He then stated that the job picture is still not positive and we are still waiting for the economy to pick up in Utah, particularly in Salt Lake County. Mr. Robson reviewed the handout that included charts showing the continued reduction of jobs in Salt Lake County. Mr. Robson then compared June of this year with June of 1999 and noted that Utah had about the same level of non-farm jobs. That is four years with no net new jobs in Utah – we had more, then we lost them. Right now, Utah has 5,000 jobs less than we had a year ago. Tooele County's job growth is very different, reflecting continued increases from 2001 to the present.

A brief question and answer period followed Mr. Robson's report.

YES Video & Program Update

Ms. Schmid stated that a press launch was held on September 24th to talk about the YES Program's collaboration with the Chamber of Commerce. The press launch was a very successful effort. A video was made for the press launch that the YES Program will be using for further promotional events. Ms. Schmid then gave some updates for the YES Program. She stated that 91 new youth were enrolled for the first quarter, surpassing the enrollment goal of 84. YES also increased its caseload size to 34 active youth per case manager.

The YES Program served 166 youth during the summer component – 69 youth were an unsubsidized position, 69 youth were in subsidized internships and 28 youth participated in a

project-based learning experience. The youth that were in the project-based learning experience were youth that were not quite ready to be on a work site.

Ms. Schmid then noted that the YES staff have been working hard and getting really good results. She then introduced Pam Rizzo-Pea, Job Developer for the Salt Lake County YES Program. Ms. Rizzo-Pea was integral in pulling off the press launch and did a remarkable job in preparing the video that was presented.

Ms. Rizzo-Pea stated that she was very excited to be working with the YES Program. She then presented the video, starring the youth of the YES Program, to the Youth Council members.

At the conclusion of the video, Mr. Hall stated that it was very well done and he then suggested that the video also be presented to the Central Region Council.

December 11th Reception & Future Meeting Calendar

Mr. Hall announced that there would be a Holiday Reception in conjunction with the Central Region Council on Thursday, December 11th. Everyone is invited to attend – notices will be forthcoming.

Other Business

Mr. Hall announced that a monitoring review of the YES Program has been setup for the week of November 17th. Council members are encouraged to participate. If anyone is interested, please contact Ms. Lovell.

Sheri VanBibber volunteered to participate.

New Business

There was no New Business.

Public Comment

There was no public comment.

The meeting adjourned at 5:05 p.m.